

To the Members of the California Assembly:

I am returning Assembly Bill 1707 without my signature.

This bill attempts to clarify existing law relative to employees' access to personnel records kept by their employer. While I support the intent of this measure, especially as it relates to non-English speakers and others that may need help in understanding the contents of their personnel records, this bill is too broad and exposes employers to unfair and unnecessary liabilities. I encourage the proponents of this bill to work with the Labor Commissioner to adopt regulations that help ensure that all employees can appropriately avail themselves of their rights under current law.

Sincerely,

Arnold Schwarzenegger